RIGHTS OF TRANSGENDERS IN INDIA WITH SPECIAL REFERENCE TO EMPLOYMENT AND LIVELIHOOD

SHORT SYNOPSIS

Submitted in partial fulfilment of the requirement of the degree of

DOCTOR OF PHILOSPHY

to

Manav Rachna University

by

Pooja Trehan

2K21-PFL-002

Under the supervision of

Dr Seema Gupta
Associate Professor
Faculty of Law

MANAV RACHNA
vidyanatariksha
MANAV RACHNA UNIVERSITY
(FORMERLY MANAV RACHNA COLLEGE OF ENGINEERING
NAAC ACCREDITED 'A' GRADE INSTITUTION)
Declared as State Private University under section 2f of the UGC act, 1956

2021

MANAV RACHNA
vidyanatariksha

MANAV RACHNA UNIVERSITY
(FORMERLY MANAV RACHNA COLLEGE OF ENGINEERING
NAAC ACCREDITED 'A' GRADE INSTITUTION)
Declared as State Private University under section 2f of the UGC act, 1956

DECLARATION BY THE SCHOLAR

I hereby declare that the short synopsis **"Rights of Transgenders in India with Special Reference to Employment and Livelihood"** being submitted in partial fulfillment of the requirement for the degree of Doctor of Philosophy in departmentof Law under Faculty of Law of Manav Rachna University, Faridabad during the academic year 2021-2022.

It is a bona-fide record of original work carried out under the supervision of **Dr. Seema Gupta** and has not been submitted in full or part to any other University or institute for degree or diploma. Further, it is certified that short synopsis is within the plagiarism limit (4% similarity index) and copy of the same is attached as per university norms.

Pooja

(Signature of the Scholar)
Pooja Trehan
2K21-PFL-002

Seema Gupta

Signature of the Supervisor
Dr. Seema Gupta
Associate Professor, Faculty of Law
Manav Rachna University
Faridabad

Chairman, DRC
Dr. Versha Vahini
Associate Dean, Faculty of Law
Manav Rachna University
Faridabad

ABSTRACT

The mainstream society functions on dualities when it comes to laws and rights related to sex and sexuality. The dominant feature that permeates our society are binary impressions of gender. These rigid categorizations made many individuals struggle who did not conform to preconceived idea of man and woman, male and female or boy and girl. The past society considered anything outside the defined boxes of gender against the order of nature and hence, to be disdained and punished. The necessity to change the outlook was sensed at a global level and consequently gender identity and sexual orientation as a field of study gained attention. Today, the deeply structured notions of sex and gender are challenged by gender diversities and sexual orientation is not limited to binary system. This may include intersex, gender queer, gender fluidity, third gender or position outside the gender classifications. Transgender is one such community of people who transgress the binary notions of gender by departing from popular societal norms connected with the assignment of sex at birth. The transgender individuals have fought and debated over their civil, political, social and human rights in the hope of recognition and free living. The significant judgment of the *NALSA v Union of India*[1] paved way for the legal recognition of persons falling outside the notion of gender binary[2], including those who identify as third gender. The court declared that transgender person were entitled to fundamental rights of dignity, equality, expression under Indian Constitution but in reality these rights are seldom effective and welfare procedures lie dormant on paper. Though, all sorts of discrimination is prohibited by the Indian Constitution, the ambiguity as to the impact of such injunctions still remains in the context of third gender people. They are often shunned and abandoned by the contemporary India for challenging the traditions and cultures through their inclinations and suppressed personalities. Transgender people are often abandoned by families and victimized by negative perceptions. The unfair treatment is meted out in multiple settings including physical, sexual and verbal abuse, violence, lack of opportunities, healthcare challenges etc. The progressive outlook of Supreme Court in decriminalization of homosexuality does not guarantee civil rights or protection from other facets of harassment and discrimination. Though there are several facet of life where transgender community faces challenges and needs attention but this study will examine the position of right to work, access of employment opportunities and status of transgender at

[1] (2014) 5 SCC 438.
[2] People identifying themselves as Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (LGBTQIA+).

workplace. The research will identify the challenges faced by transgender individuals in earning their living. The researcher will also study the issue in comparison with United States of America and Canada to suggest the future course of action.

Keywords – Transgender, Gender Inclusivity and Diversity, Employment opportunities, Third Gender, Right to work, Workplace Discrimination.

TABLE OF CONTENTS

S.No.	Description	Page No.
1.	Introduction	1-3
2.	Literature Review	4-14
2.1	Judicial Attitude towards Transgender	
2.2	Legislative Developments for Transgender	
2.3	Labour Laws and Rights of Transgender Community	
2.4	Reports and Articles	
2.5	Right to Employment for Transgender in other Countries	
2.5.1	Position in United States of America	
2.5.2	Position in Canada	
3.	Research Purpose and Objectives	14-15
4.	Research Methods	15-17
4.1	Operational Definitions	
4.2	Research Statement	
4.3	Research Questions	
4.4	Hypotheses	
4.5	Methodology	
5.	Tentative Chapterization	18
6.	Scope, Limitation, Significance and Implication	18-19
7.	Bibliography	20-23

1. INTRODUCTION

The society dictates the roles expected to be performed by a female and a male from birth till death. The traditions, cultures, value system and beliefs guide the expectations of the society. One of the most important element of societal formation is the gender identity. The strict adherence to female and male binary is reflected in terms of gender which maintains the normative binary arrangement. This social construction restricts the choices of non-binary identities to only two incongruous alternatives.[3] According to scholar West and Zimmerman a child very early learns what it means to be a girl or a boy and the term gender is constructed for the convenience of social interactions. The social institutions are engrained with binary notion about gender which is reflected in families, reaching to educational institutions and the workspaces. The manner in which individuals participate in activities and conduct themselves in public spaces including way of dressing, accessing restrooms and self-demonstration to society reinforces and reconfirms the binary arrangement of gender. Additionally, the gender role assumed by an individual is also shaped by societal expectations of gender identity.[4]

The terms sex and sexual orientation have stark differences. Primarily sex is a private act and defined in a specific relationship term. For example, intercourse between husband and wife is a marital sex while the same before marriage is said to be fornication. It becomes adultery if committed with husband or wife of another individual and rape if committed by force. Thus, the identical act is defined with diverse words conditional on the parties involved. On the contrary, sexual orientation does not refer to act but it is understood as sexuality, typically confronted in a public domain rather than privately. It is a characteristic represented by an individual on how they experience, identify and behave around romantic and sexual attractions (or lack of them). [5] Similarly, gender identity conveys the deeper sense of how an individual defines oneself. The majority of people in society identify as man or women. But for few like transgender individuals the sex assigned at birth do not conform to their innate feeling of gender identity. Unlike sexual orientation, gender identity is not publicly visible.[6]

[3] Steven Seidman, *The Social Construction of Sexuality* (WW Norton and Company, London and New York 3rd edn., 2014).
[4] Candace West and Don H Zimmerman, "Doing Gender" 1(2) *Gender and Society* 125-151 (1987).
[5] David John Frank and Nolan Edward Philip, "Sex Laws and Sexuality Rights in Comparative and Global Perspectives" 9(1) *Annual Review of Law and Social Science* 252 (2013).
[6] Milton Diamond, "Sex and Gender are Different: Sexual identity and Gender Identity are Different" 7(3) *Clinical Child Psychology and Psychiatry* 320-334 (2002).

Transgender are individuals who refer to gender identity and challenge the persistent expectation of binary composition of the term gender. Since the human life has begun transgender persons have existed in every society, culture, class and race. Transgender do not fit into the traditional distinction of male and female which is usually based on biological appearance of their genitalia. The expression transgender is usually considered as an umbrella term to describe an individual who defies the constant societal understanding of gender and whose identity or gender expression or behaviour does not resemble to sex assigned at birth.[7]

In India, transgender are represented with host of regional terms such as *Kothi* depicts the individuals who have male assigned gender at birth but identify themselves with feminine characteristics. Likewise, there are other socio- cultural groups signifying the transgender identities such as *aravani*, *jogtas*, *hijras*, and *shiv-shaktis*.[8] The term is complex to be understood by the general population and broadly encapsulates all individuals who digress from their biological sex and live majority of life displaying instinctive sense of gender. Thus transgender blurs the identification of stereotypical gender roles and challenges the notion that gender identity can be defined by assigned sex at birth alone.[9] The individuals who identify as transgenders do not imply any specific sexual orientation, they may be categorized into being heterosexual, homosexuals, bisexual, or asexual thus questioning the comfort zone connected with birth sex and personal identity.[10]

The movements and developments in the rights of transgender people have been radical but have not ensured transformative evolution in the mind-set of the masses. The human civilization behaves in the despotic way due to rigid notion of the term gender. Often referred to as sexual minorities, people belonging to transgender community are regularly stigmatized for their free choices and voices. It is a common experience that gender diverse people with different identity suffer dangerous threats, persecutions and intolerance more as compared to

[7] Michelle Dietert and Dianne Dentice, "Gender Identity Issues and Workplace Discrimination: The Transgender Experience" 14 *Journal of Workplace Rights* 121-140 (2009).
[8] Akanksha Mishra, "Third Gender Rights: The Battle for Equality" 5(2) *Christ University Law Journal* 9-21 (2016).
[9] Dr.K. Leelavathy, "Socio Economic Problems of Transgender in Workplace", 3(4*) International Journal of Scientific Research* (2014).
[10] Sudeshna Mukherjee, "The Curious Case of Shanthi: The issue of transgender in Indian Sports", *Rupkatha Journal of Interdisciplinary Studies in Humanities* (2015).

heterosexual individuals.[11] The stressful alienation and unacceptability from mainstream society and even family members makes it difficult for them to sustain.[12]

The dominant heteronormative culture has made the universal acceptance of transgender rights debatable. The advocates of transgender movements have argued for their rights against discrimination, sexual violence and exploitation[13], right to liberty and dignity, right to education and empowerment, right to equality and equal protection in the broader framework of recognition of gender diversity within the human civilization. In the last few years, Indian law has accepted the claims of equality, first through the recognition of third gender[14] and later through the progressive judicial intervention resulting in decriminalization of consensual same-sex relationship.[15] The law of the colonial times was held to be archaic, and a blatant violation of the fundamental rights of an individual. Progressive as the judgement may be, it still took over hundred and fifty years to accept consensual homosexual intercourse legally. The legislature also passed a law granting protection to Transgender individuals.[16]

The law may have been passed, but the real question remains whether there has been a change of ideology among society as well. Transgender persons live a distressed life, usually pigeon holed as vagabonds who are found at traffic signals knocking on car window shields begging for living or as dancers in weddings, local bars or birth ceremony of a new born. The outrageous social order of gender binary culture compels them to resort to menial jobs, thus making formal sector employment a distant dream.

[11] Tasseli McKay, Shilpi Misra, and Christine Lindquist, "Violence and LGBTQ+ Communities What do we know, and What do we need to know"? (RTI International, 2017) *available at:* https://www.rti.org/publication/violence-and-lgbtq-communities (last visited on 11th July 2021).
[12] Douglas Sanders, "Constructing Lesbian and Gay Rights", 9(2) *Canadian Journal of Law and Society* 99-143 (1994).
[13] Ankita Ramgopal, Gender Neutral Rape Laws- What about the Transgenders? *available at:* https://www.theleaflet.in/editorspic/gender-neutral-rape-laws-what-about-the-transgenders/ (last visited on 11th July 2021).
[14] National Legal Services Authority v Union of India, (2014) 5 SCC 438.
[15] Navtej Singh Johar v Union of India, 2018 (10) SCALE 386.
[16] The Transgender Persons (Protection of Rights) Act, 2019 (No. 40 of 2019).

2. LITERATURE REVIEW

2.1 Judicial Approach Towards Transgender

The Constitution of India provides for various provisions for the protection of its citizens. Nevertheless, the community of transgender in India faced inescapable prejudice and were an unheeded section of the society. It was in the year 2014, a ground breaking decision was pronounced by the Supreme Court of India in the ruling of *NALSA v Union of India*[17] . To cater to the needs of transgender community in consonance with various constitutional rights the highest court questioned the state imposed heteronormativity and male - female gender dichotomy under Indian Laws. The court drew its decision heavily from the efforts at global level, adhering to ground rule of equal worth of each individual and right of choice which is an inherent human right of an individual. The court recognized transgender identities as third gender. The right to self-determination was also acknowledged by the court. Additionally, the progressive ruling provided by the court directed the inclusion of transgender community under socially and educationally backward class or other backward class to alleviate the cultural, political and social sufferings and centuries of injustice endured by this community. Thus, the Supreme Court clearly affirmed that the non-discrimination protections given under article 15 of Indian Constitution extend necessarily both to sexual orientation and gender identity. Another progressive ruling of *Navtej Singh*,[18] the Court directly addressed the impermissible use of stereotyping in the context of sexual orientation and gender identity and declared criminalization of voluntary intercourse between same sexes as unconstitutional.

2.2 Legislative Development for Transgender

One year after decriminalizing homosexuality, the parliament came out with the *Transgender Persons (Protection of Rights), Act 2019.* The Act by formulating anti-discrimination and stigmatizing[19] welfare schemes impose duties on the State to secure full and effective participation and inclusion of transgender in the society[20]. To support the livelihood of transgender[21] the Act directed the State to provide educational [22] and healthcare [23] facilities.

[17] (2014) 5 SCC 438.
[18] Navtej Singh Johar v Union of India 2018 (10) SCALE 386.
[19] The Transgender Persons (Protection of Rights) Act, 2019 (Act 40 of 2019) s.8 (2).
[20] *Id.* s.8(1)
[21] *Id.* s. 14
[22] *Id.* s.13
[23] *Id.* s.15

Nevertheless, the activists from transgender community have negatively responded to the Act. The drafting process of the Act did not invite anyone from the transgender community. The stereotypical assumptions of the heterosexuals are reflected in the directions and guidelines provided in the Act. The Act puts on quite a few bureaucratic layers but fails to mention civil rights such as marriage, adoption, property, social security and pension. The Act is a lip service for the transgender spaces as though it provides for legal protection including employment rights but does not put forth any penalty for noncompliance with labour laws. The violence, harassment, sexual assaults contracted by transgender minorities may not be at par with heterosexual individuals which require specific guidelines and amendment to current legislation dealing with sexual harassment[24] and laws on sexual crimes.[25] The Act provides for merely two years of imprisonment for the offence of sexual abuse but what would constitute sexual abuse in this context has not been defined.[26] The Act contravenes the decision of *NALSA* by imposing the requirement of surgery and approval from District Magistrate for the purpose of obtaining gender identification certificate. The direction of apex court in *NALSA* judgment to recognize transgender person as a *"socially and educationally backward"* were also flouted in the Act and no reservation in educational institutions and public employment has been provided.

2.3 Labour Laws and Rights of Transgender Community

The above discussion gives a general overview in the shift of outlook towards the transgender community and laws associated. The law framed denies discrimination and unfair treatment on various parameters such as public spaces, education, employment, healthcare etc. The Act of 2019 provided for certain regulations for creating workplaces transgender inclusive. The Act prohibits termination from employment as a way of discrimination.[27] The argumentative procedure for obtaining identity certificate is provided under the Act.[28] The Act clearly disallows discrimination by any establishment in the context of employment promotion, recruitment[29] etc and to achieve the same imposes obligations to ensure compliance by

[24] The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act 14 of 2013).
[25] Indian Penal Code, 1860 (Act 45 of 18960). s. 354 (outraging modesty), s. 354A (sexual harassment), s.354B (disrobing), s. 354 C (voyeurism), s. 354 D (stalking), ss.376 A-E, s. 509(insulting modesty).
[26] The Transgender Persons (Protection of Rights) Act, 2019 (Act 40 of 2019) s.18.
[27] *Id*. s. 3(c).
[28] *Id*. s. 5.
[29] *Id*. s. 9.

establishments.[30] The Act also provides for appointment of complaint officer to deal with any complaints arising out of infringement of any provisions of the Act.[31]

Though, we have legislation drafted for protection of transgender community which among other things mentions equal work opportunity and inclusivity at workspaces, still there are considerable gaps in labour legislations which are unfavourable to them. The relevant legislations that poses practical difficulties include The *Equal Remuneration Act, 1976* which provides for classification of men and women employed in their register of workers. Similar problems arise in *The Maternity Benefit Act, 1961* as it uses the word 'women' throughout the Act and various forms mentioned under the Act also refer to female only. This poses problem for trans men who were assigned female biological sex and under some circumstances may become capable to give birth. *The Protection of Civil Rights Act 1955* is restricted to discrimination on the grounds of untouchability and disability only. *The Sexual Harassment Act of Women at Workplace, 2013* is another piece of women specific legislation as much as it does not afford protection from harassment at workplace to males or non-binary genders. New Labour Codes passed by the parliament though has made incremental additions but acknowledgement of transgender persons under these codes is yet in its nascent phase. The *Code on Wages, 2019* prohibits any form of discrimination on the basis of gender for same or similar nature of work done by an employee. However, in the same section the Code use the word sex for prohibiting employers for any discrimination in wages and recruitment. This usage of term sex and gender interchangeably will lead to more confusion. Also, *Code of Industrial Relations and Code on Social Security, 2020* do not specifically deal with transgender people under any provision.

These legislations are few examples of contradictions to the efforts portrayed by the Indian Judiciary in giving broad interpretations to the existing legal framework and affording safeguard to constitutional and human rights. The transgender community is protected through shield of fundamental rights provided under Indian Constitution while legislature fails to provide any specific laws or amendments to the existing law for the protection of transgender members in the employment sector.

[30] *Id*. s. 10.
[31] *Id*. s. 11.

2.4 Reports and Articles

A study conducted by **National Human Rights Commission**[32] revealed startling status of employment of transgender in India. About 92% are denied engagement in any kind of economic activity compelling them to resort to begging or sex work. The majority population of transgender around 96% are forced to work undignified low paying jobs for earing their livelihood and are exploited by the clients. The 89% qualified members of the transgender community mentioned non-availability of opportunities to work. 50-60% of transgender never made it to school and those who attended have experienced discrimination. The study took the sample data from the state of Delhi and UP and revealed the common occupation of transgender person is limited to informal sector with 24% engaged in singing, bhadhai, 5% as sex workers, 10% as beggars and 13% as street hawkers selling fruits and vegetables. Only 6% of transgender population is employed in private sector or NGO's. The gender –specific attitude in India cause transgender identity crisis generating sense of isolation among this community. The social exclusion, invisibility in economic sphere, denial of educational opportunities restricts their livelihood and employment prospects.

A book[33] published by **UNESCO** in 2019, conducted a survey in schools of Tamil Nadu, addressing specific issue of homophobic bullying. The results of this survey revealed the high prevalence of sexual orientation and gender identity-based bullying.

	Type of Homophobic Bullying	
Level of School	Physical Harassment	Sexual Harassment
Middle/High School	55%	
Primary School Level		43%

It was alarming that not only fellow students but teachers were also involved in shaming and belittling the gender non – conforming students by tagging them as 'too womanish'. Only eighteen percent reported the incidents to school authorities. The response of authorities was bleak and twenty nine percent suggested the student to change their behaviour/mannerism of

[32] Kerala Development Society, "Study on Human Rights of Transgender as a Third Gender" (National Human Rights Commission, 2017).
[33] Sunil C. Menon, Venkatesan Chakrapani, et. al., Be a buddy, not a bully! Experiences of sexual and gender minority youth in Tamil Nadu schools (UNESCO, New Delhi, 2019).

conducting themselves to avoid bullying, while forty nine percent were recommended to overlook the happenings. Fifty three percent of those who reported incidents said that authorities took strict actions. Seventy percent LGBT youth are suffering from anxiety and depression due to bullying. Sixty-three and fifty-three percent respectively reported drop in academic scores and skipping of classes due to homophobic bullying. The relevance of this study can be judged from the fact that in spite reading down of section 377 and constructive actions opted by University Grants Commission to introduced sexual orientation and gender identity as prohibited grounds of discrimination the severity of situation still persists. The reports suggested providing of counselling services to victims of bullying along with training of teachers and fellow students in diversity and inclusivity of distinct gender and sexuality.

On the similar lines, a report[34] published by the **International Commission of Jurists** in 2019, highlights the violations emanating in three broader categories i.e., housing, public spaces and workplace. The report acknowledged the progressive ruling and subsequent jurisprudence on the subject given by Supreme Court of India and legislature respectively, but it also drew attention to obstacles which stop full realization of the goals. The hurdles faced by gender non-conforming individuals were documented through conduct of interviews, which revealed many internationally and nationally protected basic human rights are denied to them.

Housing: The problem of housing takes in multifaceted dimensions, for instance, difficulty in availing rental accommodations, threat to safety and security, harassment and violence from state as well as non- state actors, occurrences of forced marriage, corrective therapies being imposed, honor killings and homophobic and trans phobic hate crimes.

Workplace: The category of work discrimination was analysed through all stages starting from educational opportunities, where requirement is to follow set uniform dress code, lack of opportunities to participate in sports, limited access to toilets creates hindrance for their potential. In employment their prospects are adversely affected due to difficulty in obtaining proper identity certificates, intrusive medical check-ups in the process of recruitment forced them to 'come out'. They are denied job opportunities in mainstream avenues and sadly, transgender individuals have to resort to begging, sex work for their survival.

[34] International Commission of Jurists, "Living with Dignity Sexual Orientation and Gender Identity Based Human Rights Violations in Housing, Work, and Public Spaces in India" (June, 2019).

Public Spaces: The accessibility to public spaces such as parks, streets, cultural events, public transport etc. too becomes a challenge as described in the report.

The report suggested the need for sustainable policies and strengthening of existing legislation to accommodate the progressive assertions of judgment. It is required that government, for dignified and fulfilling living, adopts a framework which ensures accountability and protection of human rights, so that full range of cultural, social, political and economic rights can be protected.

The report published by **ILO's PRIDE Project**[35] reveals the rejection of transgender applicants from a job interview on the basis of their appearances only. The report mentions the attitudes of employers, who express their unwillingness to welcome transgender individual and are hesitant to accept their way of dressing. The transgender experience the routine harassment including mistreatment, assault, violence and troubles in using washrooms appropriate to their gender. The doors of formal employment sector are particularly closed for the trans women, thus leaving them with very limited options for livelihood. The restricted societal structure and inadequate job prospects pushes transgender individuals to indulge in sex work.

Author **Anastasios Hadjisolomou**[36] in his work pointed out the dearth of specific research pertaining to workplace experiences of transgender individuals. The article exhibits the chronicles of a food retail worker who identify as a female transgender. Her ordeals includes the micro aggressions, namely, abusive customer behaviour, negative perceptions towards transgender people, harassment and mockery which is accepted and tolerated by management. The author identifies the conflict with public institutions including the place of work for individuals who deviate from binary gender norms. They are targeted persistently for their non-conforming gender identity and experience stigmatization, transphobic attitude, revulsion, ill-treatment and oppression in the workplace. Author stresses on the under developed jurisprudence on challenges faced by transgender employees and their issues and voices being supressed or lost in broader cluster often represented as *"LGB".* To empathize with transgender

[35] Gender, Equality and Diversity Branch (GED), "Discrimination at work on the basis of sexual orientation and gender identity: Results of the ILO's PRIDE Project", International Labour Organisation, (2015).
[36] Anastasios Hadjisolomou, "Doing and Negotiating Transgender on the Front Line: Customer Abuse, Transphobia and Stigma in the Food Retail Sector", *On the Front Line, Work Employment and Society* 1-10 (2021).

employees' sufferings the article appeals for further research to discuss surviving mechanisms to protect and negotiate one's gender identity.

Authors **Bhithika Mondal, Sudeshna Das and others**[37] conducted a qualitative study to know the experiences of Transgender individuals in India. In their article authors explored the life experience of four individuals belonging to "*hijra"* community. Authors highlighted the fact that in populous country like India, transgender people are often discriminated against and due to layered cultural and social beliefs their social inclusion is limited. While exploring the subjective happenings of being a transgender, authors encountered the incidents of rejection, exploitation and exclusion by the society. The authors narrated the occurrences where participants complained about callous behaviour of administration towards the well – being and livelihood of transgender individuals. The gaining of quality education is also a challenge as one of the participant shared an experience of not been able to attend the school throughout the year and later appearing in secondary examinations while forcefully wearing a *burka*. It was also shared despite being educated mainstream workplace unduly rejected the job opportunity because of their denounced gender identity.

Dr. Subhrajit Chatterjee[38] in his writing referred transgender individuals as part of social minority group who suffer prejudices from the majoritarian heterosexuals, due to deep rooted traditions, religious values, political discourse and beliefs system of our culture. The lack of recognition of transgender community adds to the economic, cultural and social injustices witnessed by them. Those who identify themselves as transgender are more prone to intolerance, violence, harassment, bullying based out on their gender identity. Though, at global level transgender people are voicing themselves and demanding their equal rights and privileges, but the holistic legislations are still pending. The author forecasts that in coming years the global issues of transgender community will include legislation for protection from hate propaganda and hate crime, employment protections, rights for marriage, surrogacy, adoption, medical or health laws and spreading awareness on homophobia and assumption of heterosexuality. The theme of author's article was to articulate the common problems faced by transgenders in all the regions across the world. The ostracization from their own family and community, mistreatment at work, discrimination in health care, housing, pension, labor

[37] Bithika Mondal, Sudeshna Das et.al., "Their Untold Stories….": Lived Experiences of Being a Transgender (Hijra), A Qualitative Study From India" 2(2) *Journal of Psychosexual Health* 165-173 (2020).
[38] Dr. Subhrajit Chatterjee, "Problems Faced by Transgender Community in India: Some Recommendations" 6(1) *International Journal of Creative Research Thoughts* 665- 679 (2018).

market, legal injustices, estrangement and harassment at educational institutions and problem of homelessness are among few issues voiced out in the article. The author made recommendations as to development of robust support structure to fight against violations of transgender. The sensitization at ground level must begin with educational institutions, community-based projects must be opted to spread awareness as to health and safety among transgender youth. Welcoming and accepting environment should be promoted by school, society, law enforcement agencies through forming of club- houses, imparting sensitization trainings etc.

Sara J. Baker and Kristen Lucas[39] in their article, recognises the day-to-day challenges faced by transgender employees. It remains difficult for them to come out of closets as they fear to jeopardise their career prospects and other opportunities. They learn to mimic the behaviour of their binary counterparts in order to survive the hypocrisy and stereotype assumptions about gender in the community. They hide essential parts of themselves at the workplace, as the horror of being ostracised from team activities, social events or becoming a laughing stock are everyday considerations. The workplace is central to an individual's life and malicious behaviour suffered daily in the form of name-calling, ridiculing or belittling diverse sexualities, having unreasonable expectations and restrictions on career hampers the personality, self-confidence and ultimately performance on work.

Kristen Lucas[40] in her article brings out the understanding of term workplace dignity to better acknowledge the hardships and problematic experiences faced by the employees. The term is defined to mean as *"the ability to establish a sense of self-worth and self-respect and to appreciate the respect of others".* This right is possessed equally by all human beings and is universal in its operation. She further asserts that at any work organization an employee has reasonable expectation of three forms of dignity- inherent, earned and remediated. The respectful communications, acknowledgment of contribution and competence, social interactions and organizational training that supress the unsatisfactory nature of work are respective components of three forms of dignity.

[39] Sara J. Baker and Kristen Lucas, "Is it safe to bring myself to work? Understanding LGBTQ Experiences of Workplace Dignity" 34(2) *Canadian Journal of Administrative Sciences* 133-148 (2017).
[40] Kristen Lucas, "Workplace Dignity: Communicating Inherent, Earned and Remediated Dignity", 52(5) *Journal of Management Studies* 628 (2015).

Animesh Bahadur and Kunal Kamal Kumar[41] in their book chapter discusses the challenges encountered by female to male transgender individuals in the Indian organizational workspace. The chapter confirms the non-acceptability of non-confirming gender in public sphere including place of work. The authors points out towards limited documentation of experience of transgender employees in India and efforts of negotiating their gender identity at work. The authors probe into the modern and traditional outlook of transgenderism and how these tensions are dealt with by a transgender person at workspace.

2.5 RIGHT TO EMPLOYMENT OF TRANSGENDER IN OTHER COUNTRIES

2.5.1 United States of America

The decade long aim of the transgender community was recently achieved in United States through the judgment of *Bostock v. Clayton County* (590 U.S. 2020) pronounced by the Supreme Court. The path breaking ruling addressed the issue of discrimination at workplace based on sexual orientation and gender identity. The protection of *Title VII of the Civil Rights Act, 1964* was extended to protect and include transgender community at workplace.

The *Title VII of the 1964 Civil Rights Act*[42] is an essential legislation for safeguarding the rights of workers and forbidding the discrimination at workplace in the United States. It *"prohibits employment discrimination based on race, colour, religion, sex and national origin"*. The gender stereotypes and harassment of employees are protected through Title VII since past thirty- five years.[43]

The Supreme Court of the United States in the year 2015 gave legal status to same sex marriages.[44] Though this judgment affirmed the civil rights, the Supreme Court did not comment on inclusion of grievances arising out of discrimination, claims of preferred sexual orientation and demands for widened inclusivity as actionable under Title VII.[45] Later, the issue was resolved by the *7th U.S. Circuit Court of Appeals*[46] where sexual orientation was included as a form of sex discrimination hence cognisable under Title VII. This decision

[41] Animesh Bahadur and Kunal Kamal Kumar, "I Am the Man for the Job: The Challenges of Coming Out as a Female-to- Male Transgender in the Indian Organizational Space", in T.Kollen (ed.), *Sexual Orientation and Transgender Issues in Organizations* 56-70 (Springer International, 2016).
[42] Civil Rights Act of 1964, 42 U.S.C. s. 2000e
[43] Elizabeth F. R. Gingerich, "Working for Inclusion: Addressing Legal and Ethical Safeguards for LGBTQ Employees", in *The Palgrave Handbook Of Workplace Well-Being* (S. Dhiman ed., 2020)
[44] Obergefell v. Hodges, 135 S. Ct. 2584 (2015); 576 U.S. 644 (2015).
[45] *Supra* note 43.
[46] Hively v. Ivy Tech Community College of Indiana, 853 F.3d 339 (7th Cir. 2017).

bestowed upon transgender employees enhanced protections but its applicability was restricted in scope, as precedents are not always followed by the courts across the country.

The absence of federal laws led to enactment of specific provisions by several states, municipal governments and counties to protect the trans individuals from discrimination at workplaces. The discrimination based on gender identity and sexual orientation in employment was addressed by more than twenty-five states through their state statutes, local ordinances, executive orders or judicial opinions.[47]

The latest judgment[48] addressing the rights of transgender delivered by Justice Neil Gorsuch ruled the application of Title VII on discrimination based on sexual orientation and gender identity. This verdict is momentous as it ends the prejudice fought by the transgender workers at the place of employment. The decision has brought a uniformity in the law which until now, existed only in patchworks across the country.

2.5.2 Canada

Across the globe, Canada is considered to be friendly to the members of transgender community In the year 1995 the Canada's Supreme Court pronounced a liberal interpretation to the section 15[49] of "*Charter of Rights and Freedom, 1982"* and recognized that term "*sexual orientation"* is inherent in "*sex"*. [50] The reformist attitude of the court prohibited any form of discrimination against the gender diverse community on the grounds of sexual orientation.[51] There is an explicit prohibition of discrimination based on sexual orientation and gender identity[52] under the "*Canadian Human Rights Act"*. [53] This statue unequivocally grants equal employment opportunities and benefits to diverse gender identities and sexual orientations. Another relevant development is "*Bill C-16"* which amended the Act of 1985 by inserting the phrase "*gender identity"* and "*gender expression"* for protection from discrimination.

[47] *Supra* note 43.
[48] Bostock v. Clayton County 590 U.S. 2020.
[49] Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical ability.
[50] Egan v Canada (1995) 2 SCR 513.
[51] Delwin Vriend & Ors. v. Her Majesty the Queen in Right of Alberta & Ors. (1998) 1 SCR 493
[52] M v. H, (1999) 2 S.C.R. 3.
[53] Canadian Human Rights Act, R.S.C., 1985, c. H-6

The "*Employment Equality Act 1996"* is a piece of legislation which advances the equality claims at workplace for specified groups namely persons with disability, aboriginal people and members of visible minorities.

The Pew Research Centre[54] conducted a survey on the attitudes towards the acceptability of LGBTQ+ community. As per the report published there has been an increasing acceptance towards homosexuality over the past two decades but still the response is divided as per the nation, region and economic development. The research showed eighty five percent of Canadian general population voted on acceptance of homosexuality by the society as compared to sixty nine percent in the year 2002. India participated in survey in 2014 for the first time and its acceptability quotient has increased from 15 to 37 point. So there's been double digit increase on the acceptance levels. Factors such as affiliation to religion, political ideologies, education, age and income have substantial influence on acceptance as to homosexuality. Behaviours towards homosexuality has strong correlations with country's development index. Acceptance to homosexuality is highest measured in wealthier and developed nations. Also younger population is more approving of homosexuality. In Canada ninety two percent of the population between 18 years – 29 years is more receptive towards homosexuality. On the basis of region, the homosexuality acceptability is highest in North America.

3. RESEARCH PURPOSE AND RESEARCH OBJECTIVES

3.1 Research Purpose

The purpose of this research is to embrace the visibility of transgender individuals by bringing in the recognition for non-binary individuals as to range of rights, benefits and obligations associated with heteronormative culture in the society. The study will explore the claims of transgender individuals for the recognition of their opportunity at equal access to employment and workplace inclusivity. It will branch out its study to associated issues of access to education, non-neutral nature of employment legislations and challenges encountered to sustain at workplace and its impact on their well-being. The researcher will also explore and describe the social construction of individuality, sexuality, and behaviour control, intersection of gender diversity with culture at workplaces.

[54] Pew Research Centre, "The Global Divide on Homosexuality Persists" (Spring Survey Data, 2019).

3.2 Research Objectives

I. To examine the employment status of transgender persons and analyse the struggles faced by transgender community in earning their livelihood in India.
II. To enquire the reasons involved for limited economic opportunities for transgender people, challenges confronted at workplace and examine its impact on their well –being.
III. To outline and analyse the policies, legal framework and judicial approach for employment of transgender people and its implications in India.
IV. To analyse the international jurisprudence promoting the human rights of transgender community for equal opportunities of growth.
V. To dwell on comparative aspect of interplay of transgender right to work and non-discrimination in employment with the legal system of United States of America and Canada.
VI. To suggest a suitable transgender employment template for India and give suggestions to reform transgender law and practice.

4. RESEARCH METHODS

4.1 Operational Definitions

I. Gender Identity: The words used by a person to label himself is regarded as gender identity. It may be feminine, masculine, or combination of both or neither of them. Person's perception about one's gender is regardless of their biological assigned sex.
II. Gender Expression: The outward expression of an individual in a public domain is considered to be a gender expression. It may include their behaviour as to dressing, voice, grooming, pronounces used to describe oneself.
III. Sexual Orientation: The pattern in which a person is sexually, romantically or emotional attracted to others (or lack of thereof). It isn't a choice or preference but an intrinsic attribute.
IV. Social Exclusion: It is a state in which individuals are not able to indulge fully in political, social, economic and cultural attributes of established social system.
V. Non-Conforming gender: The behaviour which do not confirm to societies' notions of masculinity and femininity. Also known as gender variance.
VI. Sexual minorities: The term connotes the idea of faction whose sexual practices, personality and inclination differs from the mainstream society.

VII. Heteronormative: The concept which promotes heterosexuality as the only favoured or normal sexual orientation.

4.2 Research Statement

The indication of equality for the transgender members was shown in the pronouncement of *NALSA*[55] and *Navtej Singh Johar* [56] and by enactment of the *Transgender Persons (Protection of Rights) Act 2019.* However, the sad reality is, that the discrimination against those who associate with non-binary gender identity reaches at a far deeper level. The prejudiced and unethical conduct towards the transgender members by community forces the need to study the shortcomings of prevalent system with respect to their employment prospects and delve into deeper understanding of problems faced by them in sustaining their livelihood. Researcher through the medium of this research will attempt to explore discrepancies in existing education system, employment opportunities and labour laws which focus on heteronormative society and conveniently exclude transgender from its operation. Consequently, leading to their social exclusion. The research will suggest the changes in existing legislative framework which can fill in the gaps and suggest policy reformations to deal with transgender community's right to work and means of respectful life.

4.3 Research Questions

I. What challenges does the transgender community confront in accessing the fundamental right to education at the school as well as graduation level?
II. In what ways is the transgender community vulnerable to discrimination in securing the employment of their choice and exercising their right to earn livelihood?
III. What are the workplace challenges faced by the transgenders?
IV. How do these challenges impact the social and economic status and the mental health of the transgenders?
V. Whether the provisions of newly enacted Transgender Persons (Protection of Rights) Act, 2019 and Labour Codes need more amendments to become more inclusive in its approach?

[55] (2014) 5 SCC 438.
[56] Navtej Singh Johar v Union of India, 2018 (10) SCALE 386.

VI. What policies and practices can the State implement to effectively support the transgender community for educational opportunities, employability and inclusive work space?

4.4 Hypotheses

I. Employment opportunity for Transgender Community depends on their accessibility to education and favourable employment policies.

II. Progressive Legislative developments, judicial interpretation and State implementation of the laws for the transgender community protects their rights, freedoms and dignity.

4.5 Research Methodology

The proposed research methodology herein is a doctrinal study of evolution of transgender laws in India.

Under doctrinal method the researcher will discuss about the issues arising in right to work in the light of prevalent ideologies and legal doctrines that imminent scholars on Transgender have offered in their discussions. For the purpose of the research, the scholar will do qualitative study and rely upon both primary and secondary resources. The study will focus on scholarly articles, books, journals, published statistics, judicial underpinnings and reports of various expert bodies constituted to study the transgender community and problems faced by them. The study will consider historical research method to understand the information from the past in the context of transgender community and how it has provided way for new information and steps taken by law and society to unify the principles. A necessary part of study is the global position for which researcher will follow comparative method of study. The purpose will be to understand the legal development related to transgender workplace issues in United States of America and Canada and comprehend the nature of laws and policies required in India. The international covenants and principles framed shall also be studied.

5. TENTATIVE CHAPTERIZATION

The focus of this research is to address the difficulty in access to employment and complexities of a workplace for the transgender community. The tentative chapterization would be:

Chapter 1: Introduction
Chapter 2: Legislative and Judicial Developments vis- a vis Transgender Community in India.
Chapter 3: Barriers faced by Transgender Persons in effective implementation of Right to Employment.
Chapter 4: Impact of accessibility of right of work on Mental Health and Socio-economic Status of Transgenders.
Chapter 5: Employment Opportunity for Transgender Community- Comparative analysis of international framework with the United States of America and Canada.
Chapter 6: Conclusion, Findings and Suggestions.

6. SCOPE, LIMITATION, SIGNIFICANCE AND IMPLICATION

Scope: Researcher will include in the study the legislated and implemented legal framework for transgender community as to identify their employment opportunities and workplace inclusivity. The study will focus on gender specificity of the laws and their interaction with transgender community. It will research on interface of human rights, freedom from discrimination and living with dignity for transgender individuals. For the purpose of suggesting a better workplace environment the study will compare Indian Laws with United States of America as being a developed nation how it is responding to acceptability of transgender community in employment sector. The study will also be compared with Canada whose acceptability index for diverse sexuality has been amongst highest as shown by study of Pew Research centre.

Limitation: The community of lesbian, gay men, bisexual male and female, and transgender people forms a distinct population but at the same time each of these clusters are diverse population within itself and may vary extensively in demographic characters. The study will restrict itself to transgender community. There are many facets of oppressions that may be experienced by transgender individuals but research will be limited to finding gaps in right to education, employment and workplace challenges for this community in comparison to USA and Canada.

Significance and Implication: The progressive rulings by the Supreme Court of India, which recognised third gender and partially struck down Section 377 were indeed an extraordinary developments by the judicial wing. However, this radical modernity is just beginning of many prejudices prevailing in society against transgender individuals. Public morality is inherent in each individual but it is the constitutional morality that is required to be imbibed in tradition and culture bound society. This study shall be a step in the direction of sensitizing, training and empowering people to appreciate and live diversity and disseminate good practices for transgender individuals.

7. BIBLIOGRAPHY

7.1 LEGISLATION – NATIONAL

1. The Constitution of India, 1950.
2. The Equal Remuneration Act, 1976.
3. The Maternity Benefit Act, 1961.
4. The Protection of Civil Rights Act, 1955.
5. The Right to Education Act, 2009.
6. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
7. The Transgender Persons (Protection of Rights) Act, 2019.

7.2 LEGISLATION – INTERNATIONAL

1. Canadian Human Rights Act, R.S.C., 1985.
2. Charter of Rights and Freedom, 1982
3. Civil Rights Act of 1964, 42 U.S.C
4. Employment Equality Act, 1996

7.3 INTERNATIONAL DOCUMENTS

1. Discrimination (Employment and Occupation) Convention, 1958 (No.111).
2. Equal Remuneration Convention, 1951 (No. 100).
3. International Covenant on Civil and Political Rights, 1966.
4. International Covenant on Economic Social and Cultural Rights, 1966.
5. International Labour Organisation Declaration on Fundamental Principles and Rights at Work, 1998.
6. The Yogyakarta Principles plus 10, 2017.
7. The Yogyakarta Principles, 2006.
8. Universal Declaration of Human Rights, 1948.

7.4 CASE LAWS

1. Bostock v. Clayton County 590 U.S. 2020.
2. Hively v. Ivy Tech Community College of Indiana, 853 F.3d 339 (7th Cir. 2017).

3. K.S. Puttaswamy v Union of India (2017) 10 SCC 1.
4. National Legal Services Authority v Union of India, (2014) 5 SCC 438.
5. Navtej Singh Johar v Union of India, 2018 (10) SCALE 386.
6. Obergefell v Hodges, 135 S. Ct. 2584 (2015)
7. Shanavi Ponnusamy v Ministry of Civil Aviation and Air India (Civil Writ Petition 2017).

7.5 REPORTS

1. Gender, Equality and Diversity Branch (GED), "Discrimination at work on the basis of sexual orientation and gender identity: Results of the ILO's PRIDE Project", International Labour Organisation, (2015).
2. International Commission of Jurists, "Living with Dignity Sexual Orientation and Gender Identity Based Human Rights Violations in Housing, Work, and Public Spaces in India" (June, 2019).
3. Kerala Development Society, "Study on Human Rights of Transgender as a Third Gender" (National Human Rights Commission, 2017).
4. Sunil C. Menon, Venkatesan Chakrapani, et. al., Be a buddy, not a bully! Experiences of sexual and gender minority youth in Tamil Nadu Schools (UNESCO, New Delhi, 2019).

7.6 BOOKS

1. Animesh Bahadur and Kunal Kamal Kumar, "I Am the Man for the Job: The Challenges of Coming Out as a Female-to- Male Transgender in the Indian Organizational Space", in T.Kollen (ed.), *Sexual Orientation and Transgender Issues in Organizations* (Springer International, 2016).
2. Elizabeth F. R. Gingerich, "Working for Inclusion: Addressing Legal and Ethical Safeguards for LGBTQ Employees", in *The Palgrave Handbook of Workplace Well-Being* (S. Dhiman ed., 2020).
3. J Fernandez & Sarah Gibson, *Gender Diversity and Non- Binary Inclusion in the Workplace: The Essential Guide for Employers* (Jessica Kingsley Publishers, 2018).
4. Jennie Kermode, *Transgender Employees in the Workplace: A guide for Employers* (Jessica Kingsley Publishers, 2017).

5. Kerry O' Halloran, *Sexual Orientation, Gender Identity and International Human Rights Law: Common Law Perspectives* (Routledge Taylor & Francis Group, 2020).
6. Nandini Krishnan, *Invisible Men: Inside India's Trans masculine Network* (Penguin Random House India, 2018).
7. Steven Seidman, *The Social Construction of Sexuality* (WW Norton and Company, London and New York 3rd edn., 2014).

7.7 JOURNALS

1. Akanksha Mishra, "Third Gender Rights: The Battle for Equality" 5(2) *Christ University Law Journal* (2016).
2. Anastasios Hadjisolomou, "Doing and Negotiating Transgender on the Front Line: Customer Abuse, Transphobia and Stigma in the Food Retail Sector", *On the Front Line, Work Employment and Society* (2021).
3. Bithika Mondal, Sudeshna Das et.al., "Their Untold Stories….": Lived Experiences of Being a Transgender (Hijra), A Qualitative Study From India" 2(2) *Journal of Psychosexual Health* (2020).
4. Candace West and Don H Zimmerman, "Doing Gender" 1(2) *Gender and Society* (1987).
5. David John Frank and Nolan Edward Philip, "Sex Laws and Sexuality Rights in Comparative and Global Perspectives" 9(1) *Annual Review of Law and Social Science* (2013).
6. Douglas Sanders, "Constructing Lesbian and Gay Rights", 9(2) *Canadian Journal of Law and Society* (1994).
7. Dr. Frank J. Cavico, Dr Stephen C. Muffler et.al., "Sexual Orientation and Gender Identity Discrimination in the American Workplace: Legal and Ethical Considerations", 2(1) *International Journal of Humanities and Social Science* (2012).
8. Dr. Subhrajit Chatterjee, "Problems Faced by Transgender Community in India: Some Recommendations" 6(1) *International Journal of Creative Research Thoughts* (2018).
9. Dr.K. Leelavathy, "Socio Economic Problems of Transgender in Workplace", 3(4) *International Journal of Scientific Research* (2014).

10. Julie L Nagoshi, Stephan/ie Brzuzy et.al., "Deconstructing the Complex Perceptions of Gender Roles, Gender Identity, and Sexual Orientation among Transgender Individuals", 22(4) *Feminism & Psychology* (2012).
11. Kristen Lucas, "Workplace Dignity: Communicating Inherent, Earned and Remediated Dignity", 52(5) *Journal of Management Studies* (2015).
12. Michelle Dietert and Dianne Dentice, "Gender Identity Issues and Workplace Discrimination: The Transgender Experience" 14 *Journal of Workplace Rights* (2009).
13. Milton Diamond, "Sex and Gender are Different: Sexual identity and Gender Identity are Different" 7(3) *Clinical Child Psychology and Psychiatry* (2002).
14. Sara J. Baker and Kristen Lucas, "Is it safe to bring myself to work? Understanding LGBTQ Experiences of Workplace Dignity" 34(2) *Canadian Journal of Administrative Sciences* (2017).
15. Sudeshna Mukherjee, "The Curious Case of Shanthi: The issue of transgender in Indian Sports*", Rupkatha Journal of Interdisciplinary Studies in Humanities* (2015).

7.8 INTERNET SOURCES

1. Ankita Ramgopal, Gender Neutral Rape Laws- What about the Transgenders? *available at:* https://www.theleaflet.in/editorspic/gender-neutral-rape-laws-what-about-the-transgenders/ (last visited on 11th July 2021).
2. Tasseli McKay, Shilpi Misra, and Christine Lindquist, "Violence and LGBTQ+ Communities What do we know, and What do we need to know"? (RTI International, 2017) *available at:* https://www.rti.org/publication/violence-and-lgbtq-communities (last visited on 11th July 2021)

Short Synopsis PoojaTrehan 6.8.2021

by Pooja Trehan

Submission date: 06-Aug-2021 09:12AM (UTC+0530)
Submission ID: 1628279753
File name: Pooja_Trehan.docx (76.22K)
Word count: 6317
Character count: 36772

Short Synopsis PoojaTrehan 6.8.2021

ORIGINALITY REPORT

Excluding matches
Excluding matches less than 14 words

4%	4%	3%	1%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	www.icj.org Internet Source	1%
2	docplayer.net Internet Source	1%
3	lexhumanitariae.co.in Internet Source	1%
4	link.springer.com Internet Source	1%
5	en.m.wikipedia.org Internet Source	<1%
6	Submitted to University of Sunderland Student Paper	<1%
7	www.ohchr.org Internet Source	<1%
8	www.indiacode.nic.in Internet Source	<1%
9	"Companion to Sexuality Studies", Wiley, 2020 Publication	<1%

Scanned with CamScanner

10	ilga.org Internet Source	<1 %
11	Submitted to University of Birmingham Student Paper	<1 %

Exclude quotes	On	Exclude matches	< 14 words
Exclude bibliography	On		

MANAV RACHNA
Satisfying Excellence

Swami Vivekananda Library and Resource Centre
Manav Rachna University

SIMILARITY VERIFICATION CERTIFICATE

Title: Rights of Transgenders in India with Special Reference to Employment and Livelihood

Researcher: Pooja Tushan | Registration Number: 2K21-PFL-002

Supervisor: Dr. Seema Gupta | Department: Faculty of Law

This is to certify that the above mentioned Short Synopsis /Thesis was scanned for similarity index through Turnitin Software on 6.08.2021 with submission ID 1628279753 and the similarity index was found to be 4%. The complete report running into 25 Pages, 6317 Word count with File Size 3303 KB is being forwarded to the Research Supervisor/DRC/DRB for review.

Swami Vivekananda Library and Resource Centre, Faridabad
Manav Rachna University
9/8/2021

Date: 9.08.2021

The complete report of the above Short Synopsis/Thesis has been reviewed and the similarity index is below the accepted norms as per the University Grants Commission (Promotion of Academic Integrity and Prevention of Plagiarism in Higher Educational Institutions) Regulations 2018. The Short Synopsis/Thesis may be considered for further processing.

Pooja
Research Scholar

Seema Gupta
Research Supervisor

Scanned with CamScanner

Annexure-7

MANAV RACHNA vidyanatariksha | MANAV RACHNA UNIVERSITY
(FORMERLY MANAV RACHNA COLLEGE OF ENGINEERING
NAAC ACCREDITED 'A' GRADE INSTITUTION)
Declared as State Private University under section 2f of the UGC act, 1956

Comprehensive Review Report

1. Name of the Scholar : Pooja Trehan
2. Department : Law
3. Date of Registration : 10th February 2021
4. Enrollment No : 2K21-PFL-002
5. Name of the Supervisor : Dr. Seema Gupta
6. Name of the Co-Supervisor : NA
7. Research Area(Title) : Rights of Transgenders in India with Special Reference to Employment and Livelihood.

8. Comments:

DRC Members were present for the presentation.
Ms. Pooja Trehan presented her research proposal titled - 'Challenges to Right to Employment and Livelihood for Transgenders in India' comprehensively with the research objectives, research questions and hypothesis. The DRC panel appreciated the content. The DRC panel redrafted the title to be- Rights of Transgenders in India with Special Reference to Employment and Livelihood.
The research area has been approved.

Chairperson DRC
Dr. Versha Vahini
Associate Dean
Faculty of Law, Manav Rachna University

Note: Send a copy of duly filled report to:
a) DRC Members
b) Ph. D Scholar
c) Ph. D Office
d) Dean Research